



Alexandria City Academy

Session 7

October 20, 2016



Human Rights

Jean Kelleher, Director



Local Code Provisions & Federal Laws

- **The Alexandria Human Rights Code** (§12-4) of 1975, as amended, prohibits discrimination against any person in housing, employment, city contracts, health and social services, public accommodations, credit and education based on race, color, sex, religion, ancestry, national origin, marital status, familial status, age, disability or sexual orientation.
- **Title VII of the Civil Rights Act** of 1964, as amended, prohibits discrimination based on race, color, sex, religion, or national origin.
- **The Americans with Disabilities Act** (ADA), enacted in 1990, and amended in 2009 (ADAAA), protects qualified individuals with disabilities from discrimination.
- **The Age Discrimination in Employment Act** (ADEA), enacted in 1967, protects individuals over the age of forty from employment discrimination.

Department Programs

- ENFORCEMENT & COMPLIANCE
 - COMPLAINT RESOLUTION
 - DISABILITY RIGHTS
 - CIVIL RIGHTS COMPLIANCE
 - TRAINING

- STRATEGIC INITIATIVES
 - COMMISSIONS (ALEXANDRIA HUMAN RIGHTS COMMISSION & ALEXANDRIA COMMISSION ON PERSONS WITH DISABILITIES)
 - OUTREACH & COLLABORATION



WHAT IS DISCRIMINATION?

Theories of Discrimination

Disparate Treatment

Disparate Impact

Harassment

Retaliation

Occurs when an employee is treated differently based on his/her membership in a particular class of people.

Occurs when an employer's neutral employment policies or practices affect members of a certain group differently.

Usually a series of acts directed toward an individual based on his/her protected class, leading to a "hostile work environment."

Most commonly occurs after an employee complains about discrimination, and the employer begins treating the employee differently because of his/her complaint.



Making a *Prima Facie* Case for **DISPARATE TREATMENT**

1	Member of a Protected Class
2	Qualified for Position
3	Suffered Adverse Employment Action (Despite Qualifications)
4	Treated Differently than Similarly-Situated Employees not Members of Protected Class

Making a *Prima Facie* Case for **DISPARATE IMPACT**

1	Establish that Particular Employment Practice Disproportionately Excludes Members of a Protected Group
2	Complainant Belongs to Protected Group that is Affected by Policy or Procedure
3	Qualified for Position
4	Suffered Adverse Employment Action (Despite Qualifications)

Making a *Prima Facie* Case for HARASSMENT

“Title VII also requires a showing ... that the alleged ... harassment unreasonably interfered with her work performance or created an intimidating, hostile or offensive working environment. The requirement that the harassment be unreasonable assures that Title VII does not serve as a vehicle for vindicating the petty slights suffered by the hypersensitive.”

Zabkowicz v. West Bend Co., 589 F. Supp. 780, 784 (E.D. Wis. 1984).

- Harassment must be severe and pervasive, so as to constitute a hostile work environment, which actually changes the terms and conditions of employment.
- Harassment should not be confused with poor management practices or perceived workplace slights.




Making a *Prima Facie* Case for **RETALIATION**

1	Complainant Engaged in Protected Activity
2	Suffered Adverse Employment Action
3	<p>There is a Nexus Between the Protected Activity and the Adverse Employment Action</p> <p><u>Ross v. Communications Satellite Corp.</u> 759 F. 2d 355 (4th Cir. 1985).</p>
	Title VII and the Alexandria Human Rights Code prohibit retaliation by an employer if an employee has complained about discrimination or assisted someone else in the exercise of his/her rights.

The Complaint Process



- Intake Questionnaire
- Interview with Investigator
- Complainant's Affidavit/Possible Mediation
- Respondent's Position Statement
- Investigation
- Complainant's Rebuttal
- Determination based on Preponderance of the Evidence
- If Cause -- Conciliation, Litigation or Public Hearing before Human Rights Commission
- If No Cause -- Case Closed (EEOC Review, if Jurisdiction)



OFFICE OF HUMAN RIGHTS
421 King Street, Suite 400
Alexandria, Virginia 22314

alexandriava.gov

Phone 703.746.3140
Virginia Relay 711

INTAKE QUESTIONNAIRE FORM

THIS IS NOT A FORMAL COMPLAINT. YOUR COMPLETION OF THIS QUESTIONNAIRE DOES NOT SIGNIFY THAT YOU HAVE FILED A FORMAL COMPLAINT WITH THE ALEXANDRIA OFFICE OF HUMAN RIGHTS. THIS QUESTIONNAIRE IS INFORMATION ONLY.

COMPLAINANT INFORMATION		
NAME	DOB	EMAIL:
ADDRESS		
CITY	STATE	ZIP
PHONE H () W ()		CONTACT PERSON PHONE # (IF YOU CANNOT BE REACHED)
I BELIEVE I HAVE BEEN DISCRIMINATED AGAINST IN THE AREA OF (CHECK ONE) <input type="checkbox"/> EMPLOYMENT <input type="checkbox"/> HOUSING <input type="checkbox"/> PUBLIC ACCOMMODATIONS <input type="checkbox"/> OTHER		
I BELIEVE I HAVE BEEN DISCRIMINATED AGAINST ON THE BASIS OF MY WHEN DID THE ALLEGED DISCRIMINATORY ACT OCCUR? <i>(MUST BE WITHIN 300 DAYS IF FILING UNDER TITLE VII, 180 DAYS IF FILING UNDER AGE DISCRIMINATION IN EMPLOYMENT ACT, 365 DAYS IF FILING UNDER HOUSING)</i>		
RESPONDENT INFORMATION		
NAME/ADDRESS OF COMPANY <i>(MUST BE WITHIN CITY LIMITS OF ALEXANDRIA)</i>		
PRESIDENT/CONTACT PERSON/PHONE ()		
DATE OF HIRE <i>(IF APPLICABLE)</i>	POSITION <i>(IF APPLICABLE)</i>	



Questions?

Office of Human Rights

421 King St., Suite 400

Alexandria, VA 22314

703.746.3140

Virginia Relay 711

www.alexandriava.gov/HumanRights



The Judicial System



James Banks, Jr., City Attorney, City of Alexandria

Melinda Douglas, Public Defender, City of Alexandria

Nicholas Gehrig, President, Alexandria Bar Association

Lisa Kemler, Chief Judge, Circuit Court

Bryan L. Porter, Sr. Commonwealth's Attorney, City of Alexandria

Percy White, Probation Officer, Alexandria Court Service Unit

Questions?

ALEXANDRIA SHERIFF'S OFFICE



Dana Lawhorne, Sheriff



Dana Lawhorne

Serving third term in office

703.746.4114

dana.lawhorne@alexandriava.gov





Commissioned By:

The Virginia Constitution

Duties Provided In:

Code of Virginia



Keeper of the Jail

Officer of the Court



SECONDARY **LAW ENFORCEMENT FUNCTION**



ALEXANDRIA SHERIFF'S OFFICE



Dana Lawhorne
SHERIFF



Wendy Webb
CHIEF DEPUTY
Administrative and
Detention Center



Tim Gleeson
UNDERSHERIFF
Judicial and Special
Operations



Mavis Thomas
ACTING CHIEF DEPUTY
Support Services

ALEXANDRIA SHERIFF'S OFFICE

Triple Crown Award Winner

Commission on
Accreditation for
Corrections



Commission on
Accreditation for Law
Enforcement Agencies, Inc.



National Commission on
Correctional Health Care

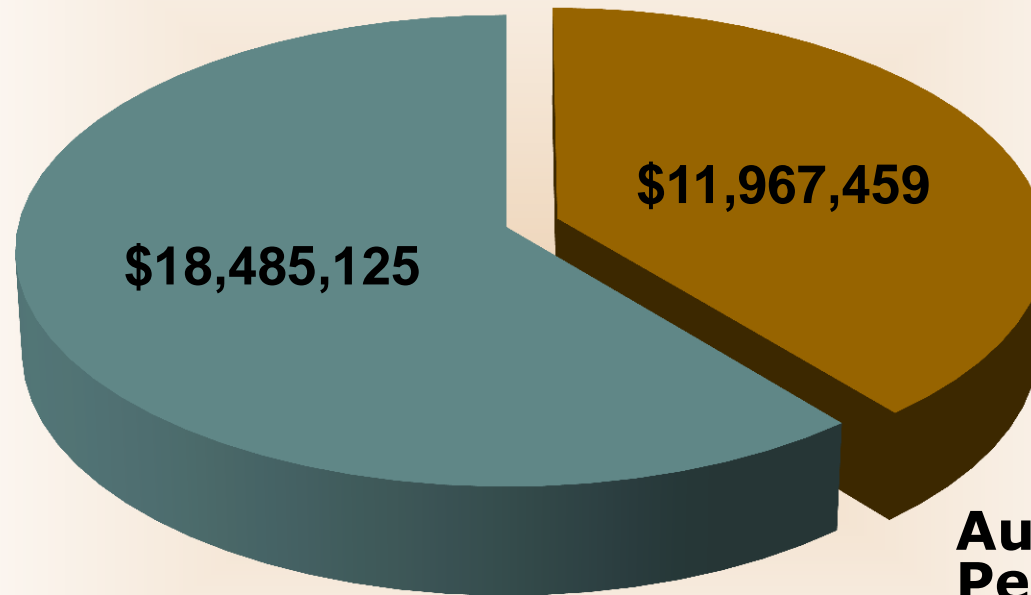


The ASO is one of only three agencies in Virginia and one of fewer than 50 agencies in the country to maintain Triple Crown status



Alexandria Sheriff's Office

FY 2016 Approved Budget



**Federal Per Diem
Revenues:
\$6,129,437**

**Authorized
Personnel**

Sworn 169
Civilian 34

■ Sheriff's Office Generated Revenue

■ City Share

Sequence of Events



ARREST



BOOKING



TRIAL



**ALEXANDRIA
DETENTION
CENTER**

William G. Truesdale Adult Detention Center



- Office's highest concentration of staff and resources -- approx. 135 of total 210 staff work in the ADC
- Opened in 1987
- Rated capacity: 343
- Avg. daily pop: 366
- Fed. inmates: 145
- Four floors (plus mezzanine levels)
- 15 Housing Units



Our Regular Guests

- Grand and petit Larceny
- Failure to pay child support
- Murder
- Assault – felonious and misdemeanor
- Rape and sexual battery
- Burglary
- Habitual offender (drunk in public repeatedly)
- Drug possession

PERIMETER SECURITY



DELIVERY SECURITY



VISITOR'S CENTER



***SECURED
ENTRANCE / EXIT***



PERIMETER FENCING

Alexandria Courthouse



- Located at 520 King Street
- 7 courtrooms

2015 statistics

- 215,060 visitors screened
- 21,158 civil papers processed
- 1,220 protective orders served
- 65,420 trials secured

Warrant Service

835

Warrants and Street Arrests in 2015 for
Felony Assault, Burglary, Grand Larceny, Protective
Order Violations and Failure to Appear



Prisoner Transports



1789 prisoner transports in 2015

Protecting Alexandria



- Child safety seats
- Victim notifications – VINE
- Project Lifesaver
- Traffic control
- Special events security
- Emergency preparation
- Severe weather response
- Crisis intervention
- Outreach to seniors

Emergency Services



Inmate Work Detail

2015 Statistics

- 3,887 hours of service
- \$106,000 saved in labor costs

Projects

- Landscaping and beautification
- Moving furniture for City offices
- Grounds keeping at City fire stations and Public Safety Center
- Trash pick up in Alexandria neighborhoods, schools, parks, libraries and public roadways



Restorative Justice In Action



Gifts to Alexandria's Babies

A Commitment to Community



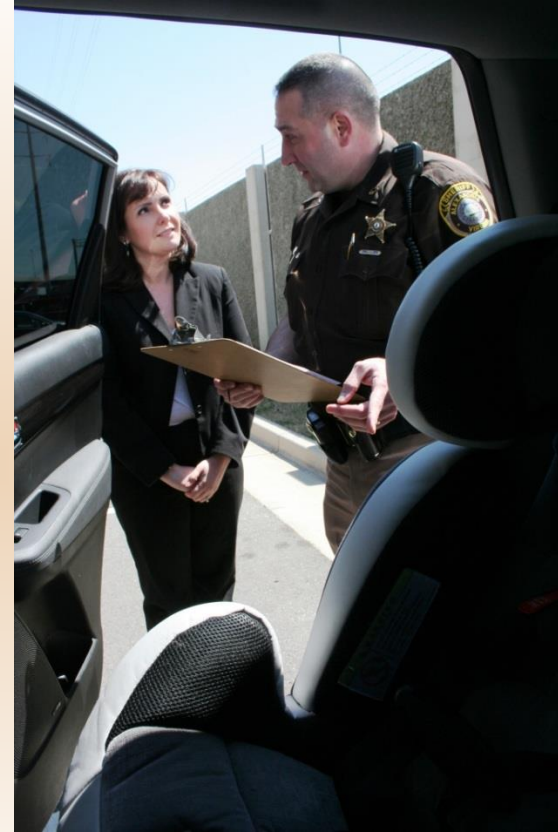
Photo courtesy of Jack Powers

Community Relations coordinates and participates regularly in projects and events that benefit Alexandria's youth and adults

Project Lifesaver



Child Safety Seat Installations



- Certified technicians installed 695 seats in 2015
- Installations by appointment only. Call 703.746.4114 or request online at www.alexandriava.gov/sheriff

Alexandria Sheriff's Office

Serving and Protecting Our Community





Questions?

Sheriff's Office

2003 Mill Road
Alexandria, VA 22314
703.746.4114

www.alexandriava.gov/sheriff

Facebook AlexandriaVASheriff

Twitter @AlexVASheriff